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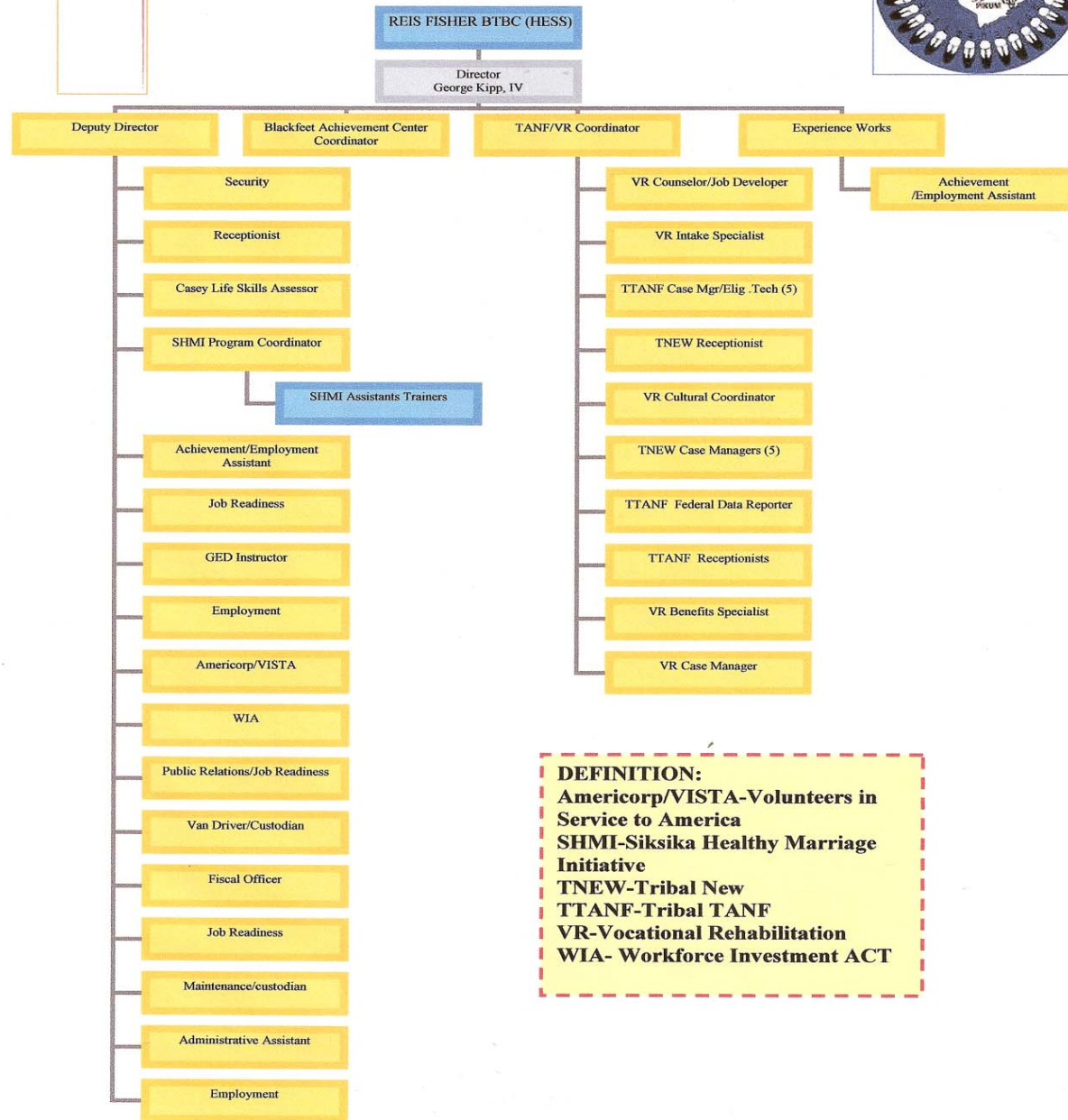
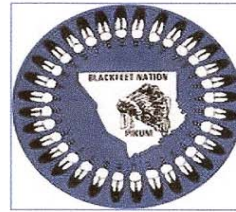
Blackfeet Manpower



Director George Kipp, IV
Deputy Director Dan McFadyean



**BLACKFEET MANPOWER PROGRAMS
ORGANIZATIONAL CHART
BLACKFEET TRIBAL BUSINESS COUNCIL
[HTTP://WWW.BLACKFEETMANPOWER.ORG](http://www.blackfeetmanpower.org)**



Organization

Blackfeet Manpower & State Relations/Project Networking

- FEMA Federal Emergency Management Agency-Deployed 1,750 people to Hurricane Katrina disaster zone-
- Blackfeet Tribal members
- Non-Tribal members
- Non-Indian members.





Networked with:



- Blackfeet Tribal Business Council-BTBC: Funding Authority, Support Direct Involvement.
- State of Montana: \$50,000
- Native American Bank: Individual Accounts for Credit Cards-Guaranteed by BTBC.



Continue



- State Driver's License: Came to Browning for Testing (Written & Driving).
- TERC: Tribal Emergency Response Team Coordination and Training.
- Blackfeet Tribal Court/Justice System: Drug testing, Background checks.
- Bureau of Indian Affairs (BIA): Guidance.

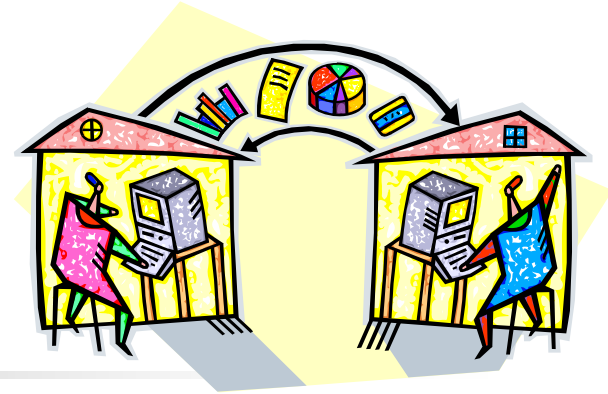


Blackfeet Manpower-BMP

- Direct Communications w/FEMA
- Set up the Network System
- Tested using Computer Lab at the Blackfeet Achievement Center.
- Transportation from/to Airports.
- Maintained individual files.
- Recommended Supervisors and Leaders.



BMP-Continue



- Presently: FEMA contacts members individually and directly.
- Blackfeet Manpower still collects information from members and when requested send it to FEMA.

TTANF- Renegotiations-Group involved.

- BTBC-Blackfeet Tribal Business Council
- Montana Governor's office.
- DPHHS
- Blackfeet Manpower
- DHHS/ACF Regional
- DHHS/ACF Washington, D.C
- Attorneys for both sides.
- State Legislators
- Fiscal officers for both sides.





Initial Problem!



- The 1993 TANF Number for Blackfeet was 911-individual/unduplicated the actual number being served 1200 individuals.
- TANF families average 550, we were serving approx. 800 families.

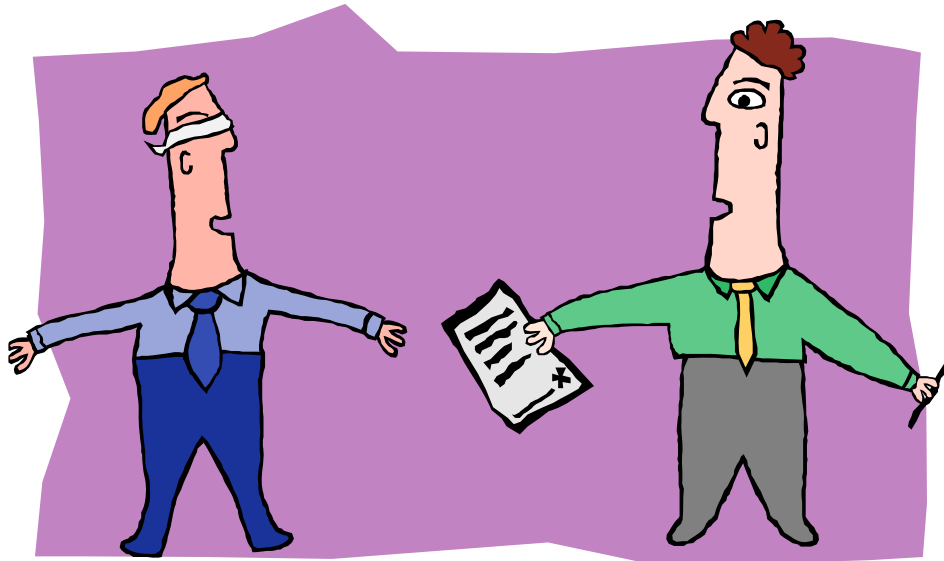
Problems results in the following due to lack of funds!

- Paying 8% less than State funded benefits, due to descendency clause
- Supportive Services
- Trainings
- Cultural activities and Trainings
- Employment Support



Renegotiation!

- Started immediately due to the fact there wouldn't be enough to cover the year's cash benefits.





Meetings



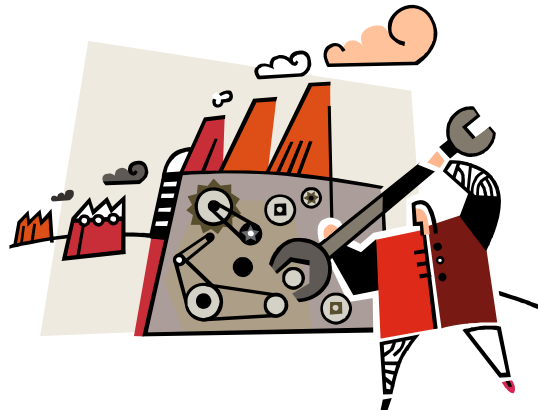
- No one wanted ownership?
- Everyone agreed there was a problem and something had to be done!
- No clear solution.
- Initial assessment demonstrated a million dollar deficient in the budget.



Initial adjustment!

- Juggling, tap-dancing and using all the resources available, the deficient was only-

\$270,000





Temporary Solutions



- The State of Montana legislators awarded TTANF the required \$270,000 shortfall in the budget. This award was a one-time bale out.
- Decisions had to be made to save the TANF Program.



Suggestions

- Give the whole TANF back to the State.
- Contract parts back to State.
- Recount of the 1993 recipients.



Decisions by BTBC with input of DPHHS, Governor's Office and Blackfeet Manpower.

- Retrocede the MOE (Maintenance of Effort) funds back to the State

\$857,816

This action allowed the Blackfeet Tribe to redefine TANF Population and the Service Area.





Redefinition

- Serving only enrolled Blackfeet tribal families.
- Resolved: The descendancy issues.
- Non-enrolled tribal and non-Indian families were then served by the State Services, which Blackfeet Manpower then contracted for Work Activities Case Management.



Work programs

- Native Employment Works (NEW) Program.

(These families are reported under NEW requirements.)





Now we have CASH!

- The new adjustments, contract of services and redefinitions of recipients'.
- We can pay for:
- Cash Benefits
- Supportive Services
- Emergency Services
- Trainings-Cultural and others.
- Employment-Stipends.





Other Projects with the State

- Montana House

- Partners

BTBC Blackfeet Tribal Business Council

Governors' Office

Housing Department

Blackfeet Manpower





Projects with the State



- The state provides the funds to pay for the materials to build a house.
- Blackfeet Housing provides the professional staff to build, supervise, train and help certify the workers.
- Blackfeet Manpower Provides (5) TANF recipients to be trained in the Building construction industry



Projects continue.



- Carpentry, Plumbing, Electrical, Cement Work and Landscaping.
- Blackfeet Manpower Provides the Tolls and a weekly incentive (Stipend) to each participant.
- Each individual are also trained in job readiness, soft skills, such as resume writing, etc.



Results!

- Completed House to be sold for the cost of the material, then another house will be started with the proceeds.





The Home Repairs/Renovation training. -Partners-

National TERO

National Union

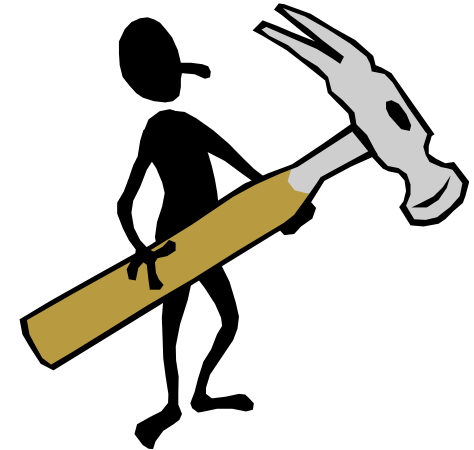
Blackfeet Tribal TERO

Local Unions

BTBC-Blackfeet Tribal Business Council

Blackfeet Housing

Blackfeet Manpower





Training Class



- A newly-remodeled house on Block 623 in Browning, Mt used as complete outside and inside training repairs and for the innovative methods used in the repair process.

The WIRED Training Cement Work and Pipe Laying -Partners-

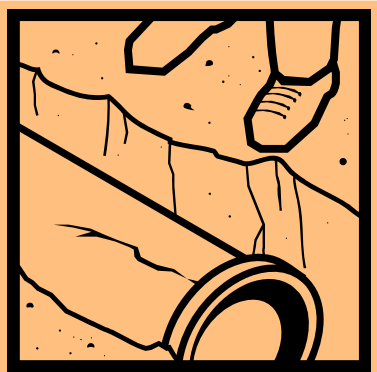
State-WIRED

Local Unions

Blackfeet Tribal Business Council

Blackfeet Housing

Blackfeet Manpower



Montana Peaks Training

LIUNA/CTER SPONSORED NATIVE CONSTRUCTION CAREERS INITIATIVE (NCCI)

- DPHHS awarded the funds for Project.
- Montana Peaks Provided the Training including Equipment, Tools, Trainers, Meeting, Staff, Training Certification.
- Blackfeet Housing Provided the training site, the work site and supervision.
- Blackfeet Manpower Provided TANF recipients and a weekly stipend with limited tools and supplies.



Montana Peaks Training

LIUNA/CTER SPONSORED NATIVE CONSTRUCTION

CAREERS INITIATIVE (NCCI)

-Partners-

- Montana Peaks
- DPHHS
- Blackfeet Housing
- Blackfeet Manpower

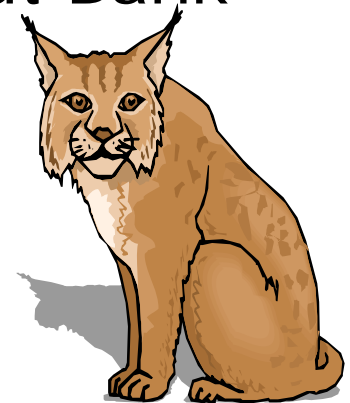


Montana Peaks Training:

LIUNA/CTER SPONSORED NATIVE CONSTRUCTION CAREERS INITIATIVE (NCCI)



- Training included:
- 300 hours of training in home remodeling and repair, and awarded certificates.
- HAZMAT-Those that received their certification in HAZMAT were given employment for an oil spill by Cut Bank Creek.
- BOBCAT SKILLS.





Conclusion Comments!

- Questions?!

